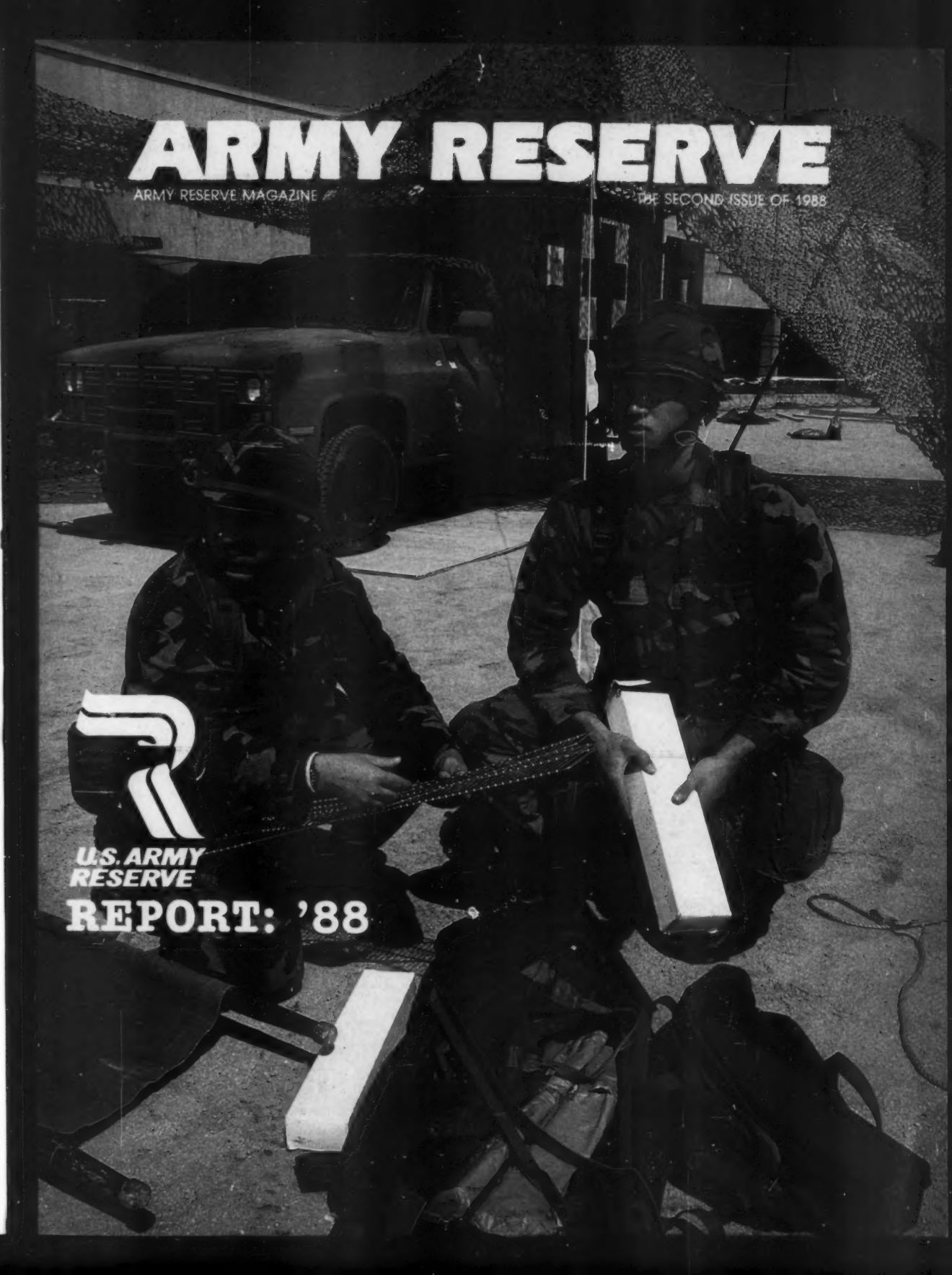
ARMY RESERVE
ARMY RESERVE MAGAZINE
THE SECOND ISSUE OF 1988
U.S. ARMY RESERVE
REPORT: '88

ARMY TRAINING

Each year, an Army theme is selected which focuses attention on a strength of the Total Army. Past themes have been winning spirit, physical fitness, excellence, families, leadership, values and the Constitution.

Training is the Army Theme for 1988. Quality training is essential for the Army to fulfill its fundamental mission: To deter war or, if deterrence fails, to reestablish peace through victory on the battlefield.

The purpose of the Army Theme is to focus the Total Army — active, Reserve, Guard and civilian — on training as our top priority and the cornerstone of combat readiness.

The Army has established seven objectives for the Year of Training.

1. To include the Total Army in execution of the Army theme.

2. To enhance individual proficiency through challenging and innovative training.

3. To improve unit readiness through realistic training based upon wartime missions.

4. To plan and integrate leader development programs at all levels of the Total Army.

5. To emphasize the importance of the noncommissioned officer in training soldiers.

6. To reinforce training to standard throughout the Total Army.

7. To highlight initiatives within the Total Army, sister services, foreign nations and private sector which encourage excellent, realistic and innovative training.

CONTENTS

Retirement Proposal

■ A DOD panel proposed major changes in the Reserve retirement program. **Page 4**

Enlisted Promotions

■ The new enlisted promotion system, and how it came to be. **Page 10**

REPORT: '88

■ The Army Reserve meets challenges with an array of solutions. **Page 11**

Warrant Officers

■ New system for selecting and managing warrant officers. **Page 23**

Team Spirit '88

■ Army Reserve soldiers travel to Korea for one of the big overseas deployment exercises of the year. **Page 30**

Update ..... **Page 4**
Letters ..... **Page 8**
People ..... **Page 26**
ARPERCEN ..... **Page 28**

Army Reserve Magazine
Vol. XXXIV, Number 2
Second Issue of 1988

ISSN #0004-2579
USPS #552-590

FRONT COVER: SSgt. Kenneth W. Harvey, left, and PFC David C. Johnson, 308th Medical Co. (Ambulance), Sacramento, Calif., organize their equipment during Exercise Team Spirit '88 in Korea. For more on Team Spirit see page 30.

BACK COVER: SP4 Desiree Williams, a clerk with the 49th Medical Bn., Los Alamitos, Calif., served with her unit in the 13th annual Team Spirit exercise.

Army Reserve photos by Joe Cordo

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POSTMASTER: Second Class postage in Washington, D.C. and additional mailing offices. Send Form 3579 to ARMY RESERVE MAGAZINE, c/o ARPERCEN, ATTN: DARP-EPO, 9700 Page Blvd. St. Louis, MO 63132-5200.

ARMY RESERVE MAGAZINE is published quarterly by the Chief, Army Reserve, ATTN: DAAR-PA, The Pentagon, Washington, DC 20310-2400, in accordance with Section 278, Title 10 USC. The Secretary of Defense has determined that the publication of this periodical is necessary in the transaction of the public business required by law of the Department of Defense. Use of funds for printing this publication has been approved by the Secretary of the Army on 2 September 1986 in accordance with the provisions of AR 310-1. Opinions expressed are neither official policy nor directives. Direct communication with the editor is authorized, at the address above. Local reproduction of all materials is approved, except that which is marked copyrighted. Articles are solicited, as are story ideas and layouts.

Manuscripts and other correspondence for the editor should be addressed to ARMY RESERVE MAGAZINE, 1815 North Fort Myer Drive, Arlington, VA 22209-1805.

The telephone number is Autovon 226-3962, or commercial (202) 696-3962.

The Dialcom address is USR001.

"The Secretary of Defense shall require the complete and current dissemination to all Reserves and the Public of information of interest to the Reserve Components."
Section 278, Title 10, U.S. Code.

ADDRESS CHANGES

Here's how to change your address for *Army Reserve Magazine*:

Reserve unit members: Provide new address to your unit personnel technician for SIDPERS-USAR entry.

IRR, IMA or AGR Reservists: Provide new address to your personnel manager at ARPERCEN.

Postal Officials: Send Form 3579 to Army Reserve Magazine, c/o ARPERCEN, ATTN: DARP-EPO, 9700 Page Blvd. St. Louis, MO 63132-5200.

Official addresses, retirees, non-Reservists and others: Write to Editor, Army Reserve Magazine, 1815 N. Fort Myer Drive, Arlington, VA 22209-1805.

UPDATE

Reserve Units in the Running For Army-Wide Maintenance Awards

Eight USAR units are in the running for the 1987 Chief of Staff Award for Maintenance Excellence. The winners will be selected in July after a round of on-site visits by inspection teams.

Contending for the award are:

■ *Light Category:*

— 254th Supply Co., York, Pa.

— 456th Replacement Det., Honolulu, Hawaii.

— 674th Transportation Co., Orlando, Fla.

■ *Intermediate Category:*

— HHC, 464th Engineer Bn., Schenectady, N.Y.

— 803rd GS Co., Opelika, Ala.

■ *Heavy Category:*

— Co. A, 478th Engineer Bn., Ft. Thomas, Ky.

— 883rd Maintenance Co., Ft. DeRussy, Hawaii.

— 969th Maintenance Co., Horseheads, N.Y.

New Expense Reimbursement System

A new per diem system, called "Lodgings-Plus," went into effect Jan. 1 for all service members on temporary duty (TDY) and in other per diem status.

"The new system's per diem rates now more closely reflect the true cost of lodging and meals, especially in high-cost areas like Washington and New York City," said Lt. Col. Ryan Zimmerman. He is the Army representative on the military advisory panel to the Uniformed Services Per Diem, Travel and Transportation Allowance Committee at the Pentagon.

"Before FY 1986," Zimmerman explained, "there was a $75 statutory cap on per diem rates for the continental United States for both government civilians and service members." Congress changed the law in July 1986 to establish a new civilian TDY system, ending the $75 cap on civilians' reimbursement for temporary duty expenses.

What ensued was an inequity between the military traveler and the civilian traveler, which has now been corrected.

Under "Lodgings-Plus," service members "now enjoy a minimum per diem rate of $60, a $10 increase over the old rate," Zimmerman said.

BENEFITS

Retirement System Overhaul Proposed by Review Panel

A proposal for major changes in the reserve components retirement system has been put forth by a Department of Defense committee charged with reviewing military compensation. Included in the proposal is an option for retirees to start receiving some retirement annuity pay immediately after retirement rather than waiting until age 60.

The proposal, recently forwarded by the Secretary of Defense to the President, would have to be passed by Congress in the form of legislation before taking effect.

The new retirement plan was the first major proposal to emerge from the deliberations of the Sixth Quadrennial Review of Military Compensation (QRMC).

Two-Tier System

The QRMC proposal includes changes in the way retirement points are accrued and in the timing and structure of retirement annuity pay for Title III (reserve components) retirees.

The current system of retired pay would be replaced by a two-tier system which would give retirees the option to start receiving a portion of their retired pay immediately after receipt of the "20-year letter" certifying them as eligible for retirement.

If the soldier declines, the option to receive retired pay is renewed each year until age 62.

At age 62, all eligible retirees could apply for the second tier of retired pay. The amount received would depend on whether the early-pay option had been exercised. (See table for details.)

All retirement-related benefits except medical care would begin at the same time as retired pay. Medical benefits would begin at age 60, as is the case now.

Retirement Point Changes

The following changes are proposed in the way retirement points are accrued:

■ The 15 gratuitous "membership" points each year would be eliminated. The number of points required to earn a satisfactory retirement year would be reduced from 50 to 35.

■ The point cap on inactive duty training (IDT) points (now 60 points/year) would be increased to 75.

■ The maximum number of points a Reservist could earn in a year would be reduced from 365 to 360.

Under the QRMC proposal, persons now serving in the reserve components would have the option of choosing the new system immediately or remaining under the current retirement system.

Army personnel officials who have reviewed the QRMC proposal say that it was designed with several considerations in mind:

■ It would encourage some senior soldiers to retire sooner, thus reducing "aging of the force" and improving promotion opportunities.

■ It would address the issue of "gray area retirees" — soldiers who now transfer to the retired reserve but receive no benefits until age 60.

■ While providing increases in value to soldiers, the program is designed to save government dollars over the long run, thus addressing criticism that reserve retirement is too expensive.

Reserve Forces Policy Board Report

Reserve Component Programs, the FY 87 annual report to the President by the Defense Department's Reserve Forces Policy Board, has much to say about the training status of the Army Reserve.

The 185-page report was distributed to the field in March. Copies can be requested by writing the OSD-RFPB, The Pentagon, Washington, D.C. 20301-7300.

Since 1947, the RFPB has served as the principal policy adviser to the Secretary of Defense on reserve component matters. Its membership consists of a civilian chairman, the assistant secretary from each service responsible for Guard and Reserve matters, an active component general or flag officer from each service, two general or flag officers from each of the reserve components, and a military executive of general or flag officer rank. The current military executive is Maj. Gen. William R. Berkman, former Chief, Army Reserve.

Clothing and Equipment for NCO Academies

Training and Doctrine (TRADOC) officials have clarified the policy on clothing and equipment requirements for attendance at noncommissioned officer academies, including Primary Leadership Development Course (PLDC) and Basic NCO Course (BNCOC).

Instances have been reported of reserve component soldiers being denied enrollment in active-duty schools for failure to bring items which are prescribed but are beyond the authorized issue contained in CTA 50-900. School commandants have been told that such items may be "recommended" or "suggested" but not required.

BDU Starch is O-U-T

After a review, the Army has decided not to change the current policy regarding starching of the Battle Dress Uniform (BDU). Pressing is authorized, but starching is not.

Army logistics officials said that, if starching were authorized, it would become an unofficial standard, forcing soldiers to spend personal funds to maintain the uniform. The BDU is a work/fighting/training uniform designed for minimal maintenance, the officials emphasized.

How The Two-Tier Retirement System Would Work

(Editor's Note: The following is a basic description of the system proposed by the Sixth QRMC. The proposal also includes changes in how retirement points are accrued and provisions on how Consumer Price Index (CPI) adjustments would be applied to retirement annuities. Any and all provisions of the proposal are subject to change as legislation is developed to implement it, and would only take affect if mandated by law.)

Tier 1 — Retired Pay Before Age 62

On receipt of a "20-year-letter," Reservists would have the option of retiring and receiving a portion of their retirement annuity, starting immediately. A Reservist may decline, in which case the option is renewed each year.

If the option to receive Tier-1 retired pay is chosen, the retiree would immediately start receiving between 5 and 10 percent of basic pay, depending on the number of years of creditable service for pay purposes as of the retirement date:

Years of Creditable Service	Percentage of Base Pay
20 Years	5 percent
21	5.5
22	6
23	6.5
24	7
25	7.5
26	8
27	8.5
28	9
29	9.5
30 or more	10

Tier 2 — Retired Pay at Age 62

The amount of Tier-2 pay the retiree would receive at age 62 would depend on whether the retiree received Tier-1 annuity payments.

If the retiree declined the Tier-1 option, the Tier-2 annuity would be calculated essentially as it is under the present system:

1. Divide the total number of creditable retirement points by 360.

2. Multiply that result by 2.5 to obtain the percentage of base pay to be received as a retirement annuity.

If the retiree received Tier-1 retirement pay, the Tier-2 annuity would be calculated as follows:

1. The total number of retirement points would be reduced by 75 points for each year of creditable service applied in the Tier-1 computation.

2. The remaining retirement points would be divided by 360 and multiplied by 2.5 (as above) to obtain a percentage of base pay.

3. The total retired pay at age 62 would equal the Tier-1 payment plus the Tier-2 payment, with CPI adjustments.

New Names, Rules for Training

Revisions to AR 135-200 went into effect March 1 which changed the landscape as far as certain types of Army Reserve training are concerned. Some highlights:

- The definition of Active Duty for Training (ADT) was refined. ADT will not be used for organizational missions or administration.
- Special Active Duty for Training (SADT) has been redefined and renamed Active Duty for Special Work (ADSW).
- ADT in excess of 180 days in a fiscal year for troop program unit soldiers must be approved in advance from the major command (for most Reservists, FORSCOM). IRR soldiers also need approval, but from the Chief, Army Reserve.

The revised regulation will appear in Reserve Components Update 21 but is already in effect.

Soldiers' Tuition Assistance Not Taxable

Is tuition assistance for soldiers taxable under the new tax law?

"No, definitely not," according to Lt. Col. W.S. Key, Command Judge Advocate for the Total Army Personnel Agency.

Congressional leaders formulating the new tax law apparently were concerned that this issue might come up under the new tax guidelines, Key explained. They included a new Section 134 in the Tax Code (26 USC 134) to clarify that whatever basic military benefits were exempt from taxation on Sept. 9, 1986, would continue to be exempt unless substantially modified. Tuition assistance falls under this provision.

The 1986 Tax Reform Act does have many changes, however, and requires careful reading of the instructions, Key cautioned.

Second Lieutenants Missing Promotion Opportunity

Army Reserve officials say some second lieutenants may be eligible for promotion earlier than they believe.

Army Reserve advisers at active Army schools have discovered that, for various reasons, some second lieutenants attend officers basic course (OBC) three or more years after being commissioned. The lieutenants are usually aware that, according to AR 135-155, in order to be promoted to first lieutenant, they must have three years time in grade and must complete OBC.

Some lieutenants are not aware, however, of the language of Footnote 1 to Table 2-2, AR 135-155: "Officers enrolled in a resident basic course, who are otherwise eligible, will also be considered to have satisfied the education requirement for promotion to first lieutenant."

General Officer Selection Process

The second annual centralized selection process for 1989 assignments to Army Reserve general officer positions has begun. Eligible colonels can submit applications for consideration until July 29, 1988.

Submissions received after that date will be returned.

USAR colonels are eligible to apply if:

- Your date of rank is Dec. 31, 1987, or earlier.
- Your date of birth is March 1, 1934, or later (March 1, 1931 for special branch officers).
- Your mandatory removal date is later than March 1, 1989.

The Latest on
Commissary Access for Reservists
Family Member ID Card To Be Required

As of Oct. 1, family members of Reserve or Guard soldiers seeking access to a commissary will need to show a DA Form 5431, Army Guard/Reserve Family Member Identification Card. Until that date, access is permitted using any acceptable form of photo identification, such as a driver's license.

Army officials say the Family Member ID Card, while not yet mandatory for other purposes, will eventually replace all other forms of identification for family members who wish to use military facilities.

Besides the proper ID card, family members will still need to display their Reservist's annotated Leave and Earnings Statement (LES) showing that he or she is authorized to use the commissary.

"Ration Card" Access Document Being Considered

Department of Defense officials are considering a recommendation to create a special "ration card" type document to facilitate access to commissaries by Reservists and Guardsmen and their dependents.

If implemented, the "ration card" would replace the annotated December Leave and Earnings Statement (LES) now used to document the commissary entitlement.

Use of such a card would eliminate several problems which have been experienced with the current system, among them confusion caused by the differences in documentation between the services and the up-to-one-year delay between when Reservists earn the privilege and when they are able to use it.

The officials did not speculate on when the "ration card" system might take effect or exactly how the system would be administered.

Army Reserve Rifle Team Wins National Indoor Rifle Championships

The U.S. Army Reserve International Rifle Team won the National Indoor Rifle Championships held throughout 1987.

The four-soldier team of two men and two women competed against 83 other military and civilian teams from throughout the U.S.

The winning team was presented the National Indoor Rifle Championship Trophy during ceremonies at the U.S. Olympic Training Center in Colorado Springs, Colo.

Reserve Journalists Are Winners

Several Army Reserve publications and journalists earned awards in Army-wide competition for 1987 and one — The 81st ARCOM's *Wildcat* — earned honors at the DOD level as well.

The *Wildcat* earned a Keith L. Ware Award as the Army's top news feature magazine; then garnered a second-place award in the same class in the DOD-wide Thomas Jefferson Journalism Competition. The 81st is headquartered in East Point, Ga.

Other USAR winners in the Ware competition were:

- SFC James Stevens, 75th Maneuver Area Command, Houston, Texas, first place, published graphic art.
- *Star-News*, 326th Public Affairs Det., Reading, Pa., first place, single special issue (USAR/ARNG).
- Daniel Flood, 124th ARCOM, Fort Lawton, Wash., second place, published graphic art.
- *The Gray Ghost*, 310th Theater Army Area Command, Fort Belvoir, Va., third place, authorized Army newspaper (newsletter).

The Army Reserve journalists competed against active and reserve journalists and publications from throughout the Army for the Ware Awards, and from all the armed services in the Thomas Jefferson competition.

An Army Reserve Glossary

The Army, and the Army Reserve, would be speechless without acronyms. Most of those appearing in this magazine are known to many Reservists, but if you're mystified, here's a glossary of the more frequently used terms:

ADT — Active Duty for Training. This type of active duty is performed by any Reservist attending a school, counterpart training or other special training activities.

AGR — Active Guard/Reserve. Army Reservists on full-time active duty in support of Reserve units and programs. The National Guard has a program of the same name, which is administered separately.

ARCOM — Army Reserve Command. One of 21 geographic major Army Reserve commands throughout the U.S. (plus one in Germany). Most (but not all) Army Reserve units are subordinate to an ARCOM, which is commanded by a Reserve major general.

ARPERCEN — Army Reserve Personnel Center in St. Louis, Mo. The nationwide administrative and personnel management center for the Army Reserve. It is the headquarters for AGR, IMA and IRR Reservists.

AR — Army Regulation.

AT — Annual Training. Active duty performed annually (usually for two or three weeks) by Army Reserve units and by IMA Reservists.

CONUSA — CONtinental U.S. Army. The five numbered Army headquarters, which are subordinate to FORSCOM and command Army Reserve units in their respective regions. CONUSAs are commanded by Regular Army lieutenant generals.

DA — Department of the Army. The headquarters of the Army, located in the Pentagon, Washington, D.C.

FORSCOM — Forces Command. The Army specified command headquartered at Ft. MacPherson, Ga., which commands virtually all Army Reserve units in the U.S.

FY — Fiscal Year. This is the budgetary and training year for the Army. It starts on Oct. 1 and ends on Sept. 30.

GOCOM — General Officer Command. A unit of the Army Reserve with a general officer commanding, other than an ARCOM or a Division (Training). GOCOMs are functionally organized and are usually identified as a brigade or command.

IDT — Inactive Duty Training. Defined by AR 140-1. The most common example of IDT is weekend drill.

IMA — Individual Mobilization Augmentee. A Reservist who is assigned to an active Army unit or agency with which he or she would mobilize in case of emergency. IMA's serve at least two weeks of AT with their unit of assignment each year.

IRR — Individual Ready Reserve. A Reservist who does not belong to a Reserve unit or hold an IMA assignment. IRR soldiers do not normally drill but may serve tours of ADT. Upon mobilization, IRR soldiers receive orders from ARPERCEN.

MUSARC — Major U.S. Army Reserve Command. The highest level of USAR unit commanded by a Reserve general. All ARCOMs, all Divisions (Training) and any GOCOM with a major general commanding is a MUSARC.

MUTA — Multiple Unit Training Assembly. Commonly known as "weekend drill." The most common form is a MUTA-4, which includes four four-hour unit training assemblies.

OCAR — Office of the Chief, Army Reserve. The agency of the DA staff in Washington responsible for Army Reserve policy and budget matters.

RC — Reserve Component. Each branch of the U.S. military services has a regular component and one or more reserve components. The reserve components of the Army are the Army Reserve and the Army National Guard of the U.S.

SIDPERS — Standard Installation/Division Personnel System. The Army Reserve-wide computerized personnel data base.

TAPA — Total Army Personnel Agency, formerly Military Personnel Center (MILPERCEN). Located in Alexandria, Va., this agency is the active component counterpart to ARPERCEN, and has some responsibilities affecting the Army Reserve.

Other acronyms are defined when they are used in a story.

LETTERS

Saying It Loud and Clear

Sir:

The special feature "My Name's Not Honey" (Issue 1/1988) is the best explanation of sexual harassment I have ever seen printed. The writing talents of Capt. Waldrop allow everyone to understand the problems and the possible solutions. It is nice to know that in the Army Reserve, this recognition begins at the top.

There is a field grade officer in another staff section who I work with often. He is a very nice, friendly person and is always joking with everyone, including me. A few times he has stepped over the fine line of sexual harassment. When I tried to explain it to him, he really didn't understand what he had done wrong. I made a copy of the special feature and gave it to him. Now he understands.

The block titled "A Message to Female Soldiers Only" is as much of a tribute to my professionalism as any award I've ever been presented. This article has done wonders for my attitude, morale and performance. Thanks for saying it loud and clear, Ma'am, the silence has been deafening.

MSgt. Bessie E. Cotton
Fort Huachuca, Ariz.

Chain of Command and Sexual Harassment

Sir:

During my three years of active duty and upcoming third year of active reserve duty, I have been to more than my fair share of classes on sexual harassment, the subject of Capt. Waldrop's article, "My Name's Not Honey" (Issue 1/1988). It was also one of the two non-common-task training classes given at my unit's latest drill.

The impression I have come away with from all these classes is that, yes, the military is serious about it, theoretically, but no, the military has not dealt with it as effectively as is possible.

L. A. Kauffman's article, "How Political is Personal," in the March 26, 1988, issue of *The Nation*, reports how feminist activists are dealing with sexual harassment on university campuses. One way is "to rely on . . . student-run campus patrols, self-defense courses and explicitly feminist education projects." These tactics already exist in the military.

The other way is "to marshal the institutional resources and power of the university as weapons against sexual harassment." This tactic is well suited for the military, where the individual is subordinate to the "team."

Also, the Supreme Court ruled in 1986, in *Meritor Savings Bank v. Vinson*, "that institutions are responsible for sexual harassment by employees." That ruling has caused institutions to deal with sexual harassment much more seriously because they were made legally liable. Liability is then that which turns theory into practice.

Since the military operates outside the jurisdiction of the civilian laws, institutional liability cannot be applied to it. Liability must be placed within the institution. Now, only the offender is liable. If the offender's entire chain of command were to be held responsible, command emphasis would be given, and sexual harassment would be dealt with practically rather than theoretically.

As to how liability is to be applied, there are many answers. Efficiency reports and letters of reprimand to be permanently filed in individual records are two examples.

Officers, commissioned and non-commissioned, are responsible for the health, morale and welfare of their troops. As Capt. Waldrop stated, if sexual harassment is "not addressed and corrected, unit morale, cohesion and mission accomplishment suffer. That makes it a readiness problem as well as a personnel problem."

This fact alone justifies placing severe responsibility on the chain of command.

Sgt. Mark I. Mangrai
Concord, Calif.

Shoulder Patch for Retirees

Sir:

Some time ago, I read where a U.S. Army retired shoulder patch had been approved, or was about to be approved.

Could you tell me if this is so, and where I could obtain such? Thank you.

Lt. Col. Raymond Galazen
Duluth, Minn.

A patch for wear by retired personnel on appropriate occasions has been proposed and several designs have been considered. At this time, no design has been approved. We'll keep an eye on developments.

Reserve Retirement

Sir:

I feel the same as Col. Ronald D. Fletcher (Letters, Issue 2/87). I am an Army Reservist with 17 years; I will be 50 years old when I have 20 years' Reserve service. I too would like to get retirement pay earlier; although it may not be much it sure would help.

SSgt. K.A. Harris
Bloomfield, Ind.

For a hint of what the Army Reserve may be able to offer future retirees, see page 4.

Retirement — Another View

Sir:

I am writing in reference to a letter I just read in my son's *Army Reserve Magazine*, in reference to retirement benefits.

The letter from Col. Ronald D. Fletcher really upset me. I am a retired E-7 after 20 years in the U.S. Army, and three times in Vietnam.

A colonel who thinks that the Active Army works 40 hours a week and goes home does not know what he is talking about. I spent 20 years in the Infantry and I do not know one week that I only worked 40 hours. The average active duty soldier gets up at 0500 hours and works until 1730-1900 at night.

You will not find an active duty combat arms unit that works just 40 hours a week. I spent more days and weeks in the field working 24 hours a day than most Reservists spend days on duty in 20 years.

So, let's set the record straight.

SFC Frank Willard (Ret.)
Wichita, Kan.

Exchange Program

Sir:

I read with interest your article in the latest issue regarding the U.S.-German reserve officer exchange program. You mentioned keeping an eye open for an announcement regarding applying for the program in the future but didn't mention where that announcement would be found.

As I have never seen anything regarding that program in the past, I would appreciate additional information from you, if available.

Incidentally, I think the magazine is very well done and informative.

Capt. Gregory S. Pokrass
Brookfield, Wis.

The announcement and application process for the U.S.- Germany exchange program is a chain-of-command action. The application procedure is spelled out each year in a DA message, usually in September, seeking applications for exchanges the following September. You should get the word through the chain, and your application should go back through the chain.

Our long lead time for this magazine sometimes works against us on fast-breaking developments — but if we get the details soon enough we'll have a "heads-up" in the magazine.

Suggests "Reserve Day"

Sir:

Awareness of our Armed Forces is, in general, on a low level throughout the United States and especially so as far as the Reserves are concerned. Most of the public is unaware of our participation as active members of the Army Reserve and, unfortunately, with the change to the green uniform without the jacket. Our identity is lacking. This has been evidenced by myself and my colleagues when we have been mistaken for employees, etc.

Uniform days have been used in the Armed Services for a variety of reasons. It might be prudent for us to have a "Reserve Day" in which members of the active reserve forces wear their uniforms to their places of business. This would surely heighten the public's awareness of the Army Reserve which would serve both the Reserve and the public as well.

Dr. (Lt. Col.) Jamie S. Barkin
Miami Beach, Fla.

Longer Training Opportunities

Sir:

How do Reservists who wish to be selected for active duty tours of up to 179 days learn of opportunities beyond the usual two-week tour?

As a TPU member until last July, I repeatedly sought added tours but, except for a residence phase at a school, I had no success. Students from other areas indicated their units could offer several tours a year to willing Reservists.

Since July, I have been assigned to the IRR in the hope opportunities will occur. Obtaining IDT training seems easier, or possibly I understand those steps more thoroughly.

SFC R.H. Goodwin
Bloomsburg, Pa.

The "up to 179 day tours" of which you write fall into two categories, both separate from the various forms of Inactive Duty Training (IDT) with which you may be familiar.

- *Active Duty for Training (ADT), which is planned and organized so that the soldier acquires, maintains or enhances military skills. Formal schooling is a common form of ADT.*
- *Active Duty for Special Work (ADSW). This is what we used to call Special Active Duty for Training (SADT). ADSW is used to put someone on tour to accomplish organizational missions, support and administration, or to accomplish projects unique to the reserve components. That the soldier receives training in the process is incidental to the primary purpose.*

ADSW is approved not when someone wants to go on tour, but when approval authorities decide a tour should be served to accomplish a purpose. And, there's another factor — money. If there's no funding available, ADSW won't happen. In any event, organizations request ADSW tours, not individuals.

The rules for ADT and ADSW are spelled out in AR 135-200. Unit members will in most cases only be placed on ADSW orders through their units. IRR and IMA soldiers will be selected for a tour and placed on orders by ARPERCEN, where the career advisers and personnel management officers are charged with matching soldiers with training opportunities.

The Vietnam Experience

Sir:

I am an Army Reservist in the 81st ARCOM, and also a student at Emory University. I was born during the height of the Vietnam War. Even though I was too young to know what was going on and my older brothers were too young to serve, I feel I lost someone and something significant there.

So, I have decided to compile a book that contains the stories of Vietnam — the combat, the life, the death and the whole existence of the U.S. personnel in that country. What was it like then, and what are the reflections of those Americans two decades later?

Nothing can substitute for the actual experience, but with the help of those who were there and my writing talent, I hope to make it real for those who see it as only half a page in a history text.

If your readers have any suggestions, I would be grateful.

PFC Martin J. Dekom
Box 21368
Emory University
Atlanta, Ga. 30322

Where's ..'06?

Sir:

In the Summer 1986 issue is an article on the 481st Transportation Co. (Heavy Boat) and their LCU 1507. In 1959 I was assigned to the 274th TC Co. in Alexandria, Va. We had a 38-foot command "J" boat powered by two diesels, and the LCU 1506.

Is it possible to trace LCU 1506, since that unit was disbanded in the early 1960s?

James G. MacCue
Sterling, Va.

Our research shows that LCU 1506 is no longer on the active vessel registry of the U.S. Army and has apparently been gone from the list for many years, as has the 274th's old "J" boat. Oldtimers at the 464th TC Co., the LCM mariners now stationed in Alexandria, remember the "J" boat but not the LCU.

Perhaps some other USAR sailors can tell us the fate of 1506?

Author Seeking Help

Sir:

I am researching a book about U.S. Army and Air Force helicopters supporting Australian infantry, New Zealand artillery, Korean infantry and U.S. Marine ground units in Vietnam, 1965-67.

We would welcome any information concerning aviation units, types of helicopters flown, missions, dates, liaison and, if known, the identity of allied units supported.

John Mateyko
Box 24030
Cincinnati, Ohio 45224

New NCO Promotion System Key to Army Reserve's Future

By Lt. Gen. Allen K. Ono
Deputy Chief of Staff for Personnel
Department of the Army

(From an address to the FORSCOM Retention NCO Training Session in Atlanta, Ga.)

It was a hot and steamy August day in 1985, near the banks of the Missouri River at a place called Earth City, Mo. — a fitting name for the site which would become the birthplace for the development of a promotion system which, when implemented, would truly signal the real return to the basics of soldiering in our United States Army Reserve.

As a band of USAR command sergeants major, senior NCOs, warrant officers, field grade officers, Department of the Army civilians and active army command sergeants major (over 50 in all) gathered at a week-long workshop, the challenges were quite clear. The future of the USAR Noncommissioned Officers Corps was at stake. What changes were the dynamics of the times dictating — yes, demanding — to this cross section of the Total Army?

Our Army Reserve was moving toward the next decade, indeed heading into the 21st Century with a modernized force and with more highly educated young Americans who left their advanced individual training with high-tech expertise. These citizen-soldiers were assigned into an ever-changing force structure whose promotion policy would not be responsive to their demands for fair and competitive career progression opportunities.

All in attendance felt that a new promotion policy should be forged which would shed the cloak of the "good ole boy" promotion methodology which permeated most of the USAR for over 20 years.

Well, that was a tough week, as this highly professional group of caring soldiers and DA civilians hashed out, paragraph by paragraph, a promotion policy which would undergo nearly two more years of staffing in the field and at DA before legal sufficiency and DA DCSPER approvals would signal the dawning of a new era in selecting only the best qualified soldiers to enter the ranks of the USAR Noncommissioned Officers Corps.

Yes, a real return to the basics. Professional development is pushed to the front in the promotion system, putting the Skill Qualification Test (for sergeant and staff sergeant) and NCO education (for sergeant first class and above) as major eligibility criteria for consideration for promotion to the next higher grade. Further, stagnation would be significantly reduced by a selection process that would allow soldiers to compete for vacancies on a geographical basis through memoranda of understanding by adjacent commands.

These and many more courageous changes were published in AR 140-158 (dated 21 Oct 1987, incorporated into Reserve Components Personnel Update 20, dated 27 Feb 1988), preceded by message traffic which announced six months in advance the elimination of the old and implementation of the new promotion system, effective March 1, 1988.

Lt. Gen. Ono

Can you believe this? Six months minimum advance notice? Never before has this happened in our Army Reserve. The original developers tried to think of everything. And what they didn't, field staffing surfaced the rest. We were all involved.

But this band of concerned soldiers and civilians are not the real heroes. The real heroes are the leaders at all levels who are shedding the mindsets of old and embracing the new with increasing enthusiasm and vigor as they demonstrate their professionalism and objectively analyze the substance, the quality and the advantages of a best-qualified system of promotion. No hollow NCO corps for our USAR — only the best qualified will progress.

I salute each of you, from general officer to first sergeant, for your leadership, your courage and your tenacity in delivering to our highly trained young soldiers a promotion system that recognizes professionalism, quality and the competitive spirit that has made our country and our Army the best in the world.

Reservists to See FICA Withholding

Beginning with July paychecks, social security (FICA) will be withheld from Army Reserve inactive duty for training (IDT) pay, according to the U.S. Army Finance and Accounting Center (USAFAC) at Fort Benjamin Harrison, Ind.

The FICA withholding was originally to have started in January. Due to the implementation delay, the Army needs to catch up on calendar year 1988 FICA payments.

Reservists will see a one-time debt statement in block 8 of July leave and earning statements (LES). This will show the FICA withholding due for January through May 1988. They will also see a monthly FICA withholding amount in block 23 of their LES.

The one-time debt will be collected from Reservists over the five paychecks for July through November 1988. Since the one-time debt payment is in addition to the monthly FICA withholding for those same months, it may appear that Reservists are paying double FICA during that five-month period. This is not the case, explained Ruth Daines of USAFAC.

U.S. ARMY RESERVE

REPORT: '88

The Army Reserve plays a challenging role in the Total Army. This report explains the challenges, and the actions being taken to help meet them.

Introduction

The United States Army Reserve is an organization of citizens dedicated to the defense of our nation. It is one of three components which comprise the United States Army. Our mission is to organize, train and equip our units, preparing them to help defend our nation with little or no advance notice.

The past several years have witnessed rapid growth in personnel and equipment, as the reserve components have assumed an increasing share of the Total Army mission. As the rapid growth has leveled off, emphasis has shifted to fine tuning the Army Reserve through better organization, better planning, more effective training, increased electronic data processing and significantly greater mobilization capability.

While our concern centers around the most effective use of resources and getting the most for each dollar, we are not forgetting the most important element — the soldier, his or her well-being, and the well-being of the Army Reserve family.

This report addresses the status of the Army Reserve over the past year, answering the question — to paraphrase a famous big-city mayor — "How are we doin'?"

Mission of the Army Reserve

The mission of the Army Reserve as directed by Congress is "to provide trained units and qualified persons available for active duty in the armed forces, in time of war or national emergency and at such other times as the national security requires . . ."

The Army Reserve includes combat (such as infantry, artillery, armor, combat engineers), combat support (such as military police and signal), combat service support (which includes transportation, supply, maintenance and medical units), and general support forces (such as training divisions).

In addition to units training to perform wartime missions, the Army Reserve also includes trained soldiers in the Individual Ready Reserve (IRR), who will serve as replacements, fillers and cadre for new units in the event of mobilization.

Management of the Army Reserve

Because of its size, and the diversity of its missions, the Army Reserve is commanded in two different ways. Most units come under the direction of the principal major army commands to whom they would be assigned during mobilization. The primary command in this category is U.S. Forces Command (FORSCOM), with headquarters at Fort MacPherson, Ga.

Trained, non-unit soldiers required by the Army are in the Individual Ready Reserve, which is commanded and managed by the U.S. Army Reserve Personnel Center (ARPERCEN) in St. Louis, Mo., a field operating agency of the Chief, Army Reserve.

Two other categories of non-unit soldiers, the Individual Mobilization Augmentees (IMA), and members of the Active Guard Reserve (AGR) Program, are also managed by ARPERCEN.

By law, the Chief, Army Reserve serves as the advisor to the Chief of Staff of the Army on Army Reserve matters.

Cost of Maintaining the Army Reserve

The Army Reserve provides a cost-effective answer to the Army's need for units to meet its mission requirements in an environment of changing national priorities and constrained resources. While comprising some 24 percent of the Total Army structure, the Army Reserve absorbs only a little more than 4 percent of the Total Army budget.

The Army is responding to the need to reduce operating costs by increasing its emphasis on the ability of its reserve components to meet immediate and long-term operational requirements.

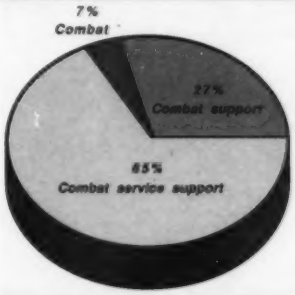
Innovation and increased productivity will be demanded from all levels of the Total Army, including the reserve components, to meet the fiscal challenges of the next several years.

Force Modernization

Aviation Structure

With 60 percent of the Army's corps aviation force now assigned to its reserve components, the Army Reserve has become

The majority of U.S. Army Reserve units are combat support and service support.



Joe Cordo

an integral part of the Total Army's aviation structure.

The Army Reserve is restructuring its current aviation force and will be introducing new aviation units. This means new missions, additional and more complex equipment and greater numbers of aviation-qualified citizen-soldiers to man the force.

During FY 1988 the Army Reserve will field two assault helicopter battalions composed of two companies each, equipped with the UH-60 Blackhawk helicopter. One company from each of the battalions will be assigned in the active component, and will be located in Europe. An attack helicopter battalion, equipped with the AH-1S Cobra, and assigned to the 5th U. S. Army, and a combat aviation battalion, equipped with the UH-1 Iroquois, and assigned to the 4th U. S. Army, will also be added in FY 88.

Sgt. Pam Briola, 124th ARCOM

Charles Weiss, Patuxent Pub. Co.

William Hayes, Fort Rucker PAO

Sgt. Dorothy Young, 81st ARCOM

Additional aviation units being activated in FY 88 will include three attack helicopter group headquarters, three combat aviation group headquarters, one theater aviation brigade headquarters, two medium helicopter battalion headquarters, one theater aviation battalion headquarters, one theater aviation company, one air ambulance detachment, five corps aviation maintenance companies, one aviation maintenance battalion headquarters, and two theater aviation maintenance companies.

Modernization and restructuring of the Army Reserve aviation force will continue through FY 89. Combat and combat support aviation groups, battalions and companies are being fielded with specific missions of rounding out divisions, corps and echelons above corps. These reinforcement units are aviation combat multipliers for the Total Army.

Special Operations Forces (SOF)

The Army leadership has committed a substantial investment of personnel and materiel to Army Reserve Special Operations Forces as part of the DoD-mandated revitalization effort. As a result, the readiness of Army Reserve SOF units continues to improve.

Army Reservists constitute a significant portion of the Total Army's deployable SOF: 97 percent of the Total Army's Civil Affairs (CA) capability; 87 percent of its psychological

Sgt. Dorothy Young, 81st ARCOM

Sgt. Dorothy Young, 81st ARCOM

operations (PSYOP) strength; and 25 percent of its Special Forces (SF) structure.

Command and control of the U.S. armed forces' SOF was changed in 1987 by the creation of the U.S. Special Operations Command (USSOCOM) and its Army component, 1st Special Operations Command (Airborne). Army Reserve elements are included, and the Army is devoting major resources to improving their personnel and materiel readiness. This recognizes the critical importance of these reserve SOF assets in fulfilling theater operational plans.

Joe Cordo

These and similar developments have brought new challenges to the SOF unit. For example, in addition to training for their usual deployment roles as public, financial and logistical administrators, CA units have seen their mission, responsibilities and projected manning levels, significantly increased. Army Reserve PSYOP soldiers continue to perfect their broadcasting, publishing and psychological-operator skills, but also will be expected to assume additional missions while doubling their numbers in the 1990s.

Military Intelligence

Conversion of the Army Reserve Military Intelligence and Army Security Agency (MI/ASA) assets to the Army of Excellence communications electronic warfare intelligence (CEWI) design continues to be a high priority. For the most part, existing equipment and personnel are being used to form the new units.

The Army's priority of implementation begins with corps and active component separate brigades, and progresses to MI/CEWI support of reserve component divisions and separate brigades.

The implementation of the Army Reserve Intelligence Plan began in FY 86 and will continue through FY 93.

Mobilizing

Because today the Army relies on its reserve components more than ever before, the focus on Army Reserve mobilization capabilities has sharpened markedly.

It is through mobilization exercises that the Army measures its ability to make the transition from a peacetime to a wartime organization. Army Reserve participation has increased over the past five years but mostly in command post exercises or by individual units during their annual training periods. Now, emphasis is being placed on exercises that more realistically test the system to allow an evaluation of the effect of a large scale mobilization.

The first in a planned series of such exercises was 1st U.S. Army Exercise Golden Thrust 88. Golden Thrust activated nearly 14,000 reserve component soldiers in 115 units, as well as a significant number of IRR soldiers, and initiated complete mobilization procedures at 11 mobilization stations throughout the northeastern United States. The exercise was an innovative and ambitious field training exercise that achieved the first thorough examination of Army Reserve mobilization plans and procedures at the unit level since World War II.

During the coming years, a series of regional mobilization exercises will be conducted that will include actual movement of Army Reserve units to the overseas commands where they would serve if mobilized.

Our continuing emphasis on mobilization exercises is intended to reveal the present state of mobilization preparedness and give the Army Reserve a direction for continued improvement.

Joe Cordo

Family Support Programs

The Army Reserve is working to provide a comprehensive family support program for its members and their families. Current programs include family member identification cards, family member support groups at installations and units, legal services by Army Reserve legal officers, and initial and annual family orientations. These actions, and more, are a continuing part of our readiness effort.

Lt. Col. Bill Harris, 81st ARCOM

Individual Ready Reserve (IRR) Screening Program

All military services began mandatory screening of their IRRs in FY 87, following Department of Defense directives and guidance. All IRR soldiers are to be called to active duty for training for one day to accomplish the screening. The primary purpose of the annual screening is to gather information on the availability and readiness of these soldiers.

By the end of the program's first year, about 194,000 eligible soldiers will have

Sikorsky

received screening orders, with some 105,000, — about 55 percent — participating in the screening. Many benefits have resulted already from the program. The mobilization data base is being updated, more than 16 percent showed an interest in joining a Selected Reserve unit, 14 percent indicated an interest in IRR training programs, and nearly 11 percent of the enlisted soldiers screened indicated they were interested in reenlisting in the IRR. About 95 percent of those screened would be qualified as immediate mobilization assets.

Army Reserve Strength

The Army Reserve's ability to perform its mobilization missions depends on the high quality young men and women who are recruited and the experienced career soldiers who are reenlisting in their units.

At the end of FY 87, paid drill strength stood at 288,000, about 4,200 less than earlier strength estimates. This shortfall resulted from unexpectedly high attrition rates and personnel turbulence. Even though our paid drill strength objectives were not fully achieved, 1,560 more Army Reserve soldiers were assigned to units at the end of FY 87 than were assigned at the end of FY 86.

Montgomery GI Bill

The Montgomery GI Bill has had a very positive effect on Army Reserve recruiting and retention efforts as evidenced by the marked increase in soldiers enlisting and reenlisting for six-year periods. Nearly 75 percent of eligible Army Reserve soldiers are taking advantage of the education benefits that this valuable entitlement offers. One year after the implementation of the Montgomery GI Bill, the Army Reserve was attracting 14 percent more high school graduates and 35 percent more new soldiers in the top three mental testing categories. Retention of soldiers eligible to reenlist for the first time also has increased 15 percent.

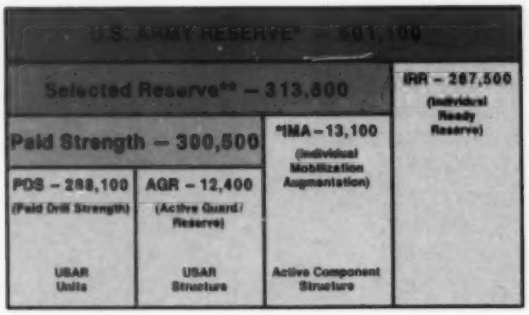
Full Time Support

The Army Reserve's full-time support (FTS) personnel are a "force multiplier" that enables drilling Reservists to take maximum advantage of the limited training time available to them. They also make it possible for the Army Reserve to sustain the readiness levels it needs to accomplish its increasing missions. The growth of this force is a cost-effective alternative to maintaining a large standing Army.

The members of the FTS force — Active Guard Reserve (AGR) soldiers, active component soldiers, Army Reserve technicians, and Department of the Army civilians — augment Army Reserve units on a full-time basis and perform the myriad administrative, recruiting, planning, maintenance, supply and training functions essential to unit readiness.

The Army Reserve continues to modernize its forces and to assume new missions which entail increasingly early deployment. During 1988 alone, the Army Reserve will require

nearly 2,000 additional AGR soldiers just to man its new units and support planned force modernization. In addition, there is a shortfall of more than 8,000 AGR positions to adequately support existing units. Filling these positions with qualified personnel is vital to increased Reserve readiness.



* As of 30 September 1987
** Presidential 200,000 Call-Up

Medical Personnel Recruiting and Retention Initiatives

The Army Reserve has 62 percent of the Total Army hospitals. Eighty-two percent of the nurses and 53 percent of the doctors required by the Total Army on mobilization are in the Army Reserve.

Congress has enacted several special programs to provide financial incentives to health professionals in return for service in Army Reserve or National Guard troop program units. These initiatives are a response to the critical shortage of doctors, nurses and enlisted soldiers in key wartime medical skills.

These programs provide for repayment of certain types of education loans, a specialized training assistance program for critical medical specialties, and scholarship programs for critically needed enlisted health care providers.

The National Augmentation Detachment (NAD) is a new concept intended to provide flexibility for health professionals who are unavailable to train with their assigned units on a regular basis. In the pilot program, physicians will be assigned to vacancies in Army Reserve units without regard to geographic location, attached to the NAD, and counted as mobilization assets of their assigned units. Participants will be allowed broad flexibility in their annual training and paid drill periods. NAD members will be required to perform a period of training with their parent unit every three years.

Training — The Army's 1988 Theme

This year's Army theme, Training, challenges the Army Reserve to do more with less, and to ensure that all we do as Reservists makes us more ready as citizen-soldiers to fulfill our essential missions as part of the Total Army. Training, the "business" of the Army Reserve, leads to readiness, and being ready is the surest form of deterrence. The quality of our training is also a major factor in our ability to retain the qualified soldiers who comprise the Army Reserve.

Soldiers must receive the individual training they need to master their military specialties. Each unit, building on the related particular skills of its members, must train collectively to gain proficiency in fulfilling its mission. Training options have also been advised to ensure that members of the IRR receive the training they require to fulfill their mobilization missions.

Reserve Training Action Plan

The Army Reserve is currently working with other Department of the Army agencies to develop and implement a comprehensive action plan for reserve component training. Funds, personnel, equipment and military construction required to begin implementation of the action plan were provided in the FY 88 budget.

SP4 Shawnie Cressman, 315th Engr. Gp.

The plan is intended to integrate all Army Reserve training initiatives into a balanced package that will be responsive to the known and evolving training needs of the Army Reserve. It will balance requirements and resources, set priorities for programming and budgeting, and focus various related training development efforts on achieving clearly defined goals.

Overseas Training

The Overseas Deployment Training (ODT) Program, which incorporates wartime planning and wartime unit alignments, ensures realistic periodic training in the specific locales where Army Reserve units may have to deploy. CAPSTONE is the program that operationally aligns and integrates the Total Army structure by contingency plan requirements. For Army Reserve units, this integration permits training and planning for the wartime mission.

Units most likely to be deployed to overseas locations are programmed for overseas training once every three to five years.

Army Reserve participation in overseas training exercises has increased from 12 units or cells in FY 76 to 1,500 units or cells containing some 20,500 soldiers in FY 88. More than 27,000 soldiers are expected to participate in next year's overseas deployment training. Reserve soldier interest in overseas deployment training is high, and the program has proven to be a significant factor in increasing soldier retention.

Overseas Medical Training

In FY 87, more than 400 Army Reserve medical soldiers gained valuable training during exercises in the U.S. Southern Command area.

Army Reserve medical personnel also helped staff the *USNS Mercy* in conjunction with its initial cruise to the Philippine Islands in 1987. This joint service medical training effort provided Army Reservists with tropical medicine training, as well as experience in interservice cooperation.

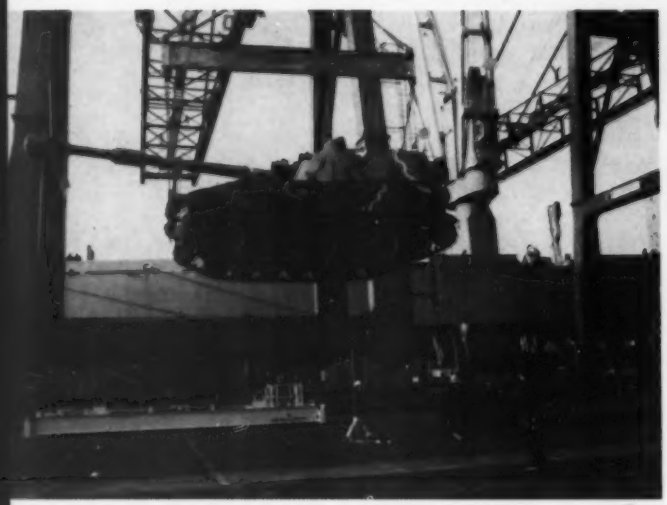
Training in Central America

Prior to FY 86, most Army Reserve training in the Southern Command region was individual medical and civil affairs activity. In that year, the Army began a series of training exercises involving Reserve and National Guard units which have provided mobilization, deployment and redeployment training for thousands of Army Reserve soldiers. Army Reserve engineer units trained by building and improving roads and bridges, assisted from departure to return by reserve component combat support and combat service support personnel.

Meeting the Army Reserve's Equipment Needs

The increasingly complex nature of military equipment, inflation, expansion of the force, and most recently, cutbacks in available funding have dictated a need for careful distribution of the Total Army's materiel assets.

The Army's equipment distribution policy is intended to insure that forward-deployed and early-deploying major combat forces receive the equipment they need to accomplish their mission. This policy mandates that these units have at least 80 percent of major end items, such as tanks, trucks and helicopters, and the parts required to keep them



John Pinderhughes

MSgt. Ed Winn, 81st ARCOM

Joe Cardo

operational. Remaining deployable forces will receive at least 65 percent of those items. This allocation policy provides required equipment to the highest priority units, whether active or reserve component.

As a result of Congressional and DoD initiatives to provide a strong boost to reserve component readiness, the Army Reserve has received nearly $880 million in dedicated procurement funding since 1981. Congress has appropriated $85 million for Army Reserve equipment in FY 88. These funds purchase equipment critical to the readiness of early-deploying units.

Another program targeted directly at increasing readiness is the Minimum Essential Equipment for Training (MEET) Program. The MEET Program was created in July 1983 to remedy equipment shortages that impaired unit training. For example, units that were considered non-deployable, but which have critical tasks, such as training divisions, had a very low priority for receiving new equipment. With the recognition that trainers without equipment could not train others or themselves, the MEET Program was established to ensure that the minimum equipment needed for mission accomplishment is made available.

Automation Support for the Army Reserve

Exercises experience and management studies have demonstrated that automation support of the reserve components is not all it could be. Aware of this situation, Congress directed that an automation system be procured to support Army reserve component requirements in a systematic and efficient manner. Automation projects already under way, as well as new initiatives, were brought together and reconsidered, and emerged as the Reserve Component Automation System (RCAS).

The RCAS Program, which is funded at $475 million, consists of two program modules, one for mobilization command and control, and the other for unit administration.

The first module, called MOB C2, addresses the unique requirements of reserve component mobilization. The second module provides for the processing of unit level information and day-to-day administrative functions using microcomputers and off-the-shelf software.

Initial fielding of unit administration hardware and software is now under way, with training being administered by the Army Reserve Readiness Training Center, Ft. McCoy, Wis. Once in place, this system is expected to provide a quantum leap in administrative efficiency throughout the Army Reserve.

Army Reserve Training and Support Facilities

The Army Reserve facilities goal is to improve force readiness by providing and maintaining adequate training and support facilities. Acquisition of land and the design and construction of Army Reserve centers, maintenance shops, equipment concentration sites, storage facilities and special training facilities are funded through the Military Construction, Army Reserve (MCAR) appropriation. The operation and maintenance of these facilities are accomplished through the Real Property and Maintenance Activity (RPMA) program.

The Army Reserve has a current estimated construction backlog of $1.6 billion that needs to be addressed in the coming years. Many Army Reserve facilities are old and are not energy-efficient. These facilities were designed to support an Army Reserve force that was much smaller and more lightly equipped. As a result of the increases in Army Reserve missions, strength and equipment procurement programs, these facilities are no longer adequate.

Initiatives are under way to obtain increased funding for construction, rehabilitation and expansion of facilities to support increases in strength and to provide storage space for equipment.

Conclusion

Changing national priorities will likely result in a smaller active component of the Army. As these reductions occur, the Army Reserve will have an increasing share of the defense burden. With increased professionalism, better training, advances in automation and the continued support of Congress, the men and women of the Army Reserve will continue to improve as full partners in the Total Army.

This special report was prepared by the Office of the Chief, Army Reserve, Public Affairs Office, ATTN: DAAR-PA, Washington, D.C. 20310. Individual copies of this report are available free of charge by writing to this office. All photos are U.S. Army Reserve except where otherwise noted; photographer credits are shown when available. Graphic design by Maj. Greg Horton.

What's Happening to Warrant Officers?

By Lt. Col. Jay Orvis

Army warrant officers are special individuals. Appointed by warrant by the Secretary of the Army, they are the Army's highly specialized experts and trainers, and technical and tactical competence are their hallmarks.

Warrant officers have been around for a long time. Napoleon's army had warrants, and the Navy and Coast Guard have had warrant officers since 1790.

But it wasn't until 1918 that warrants joined the U.S. Army. The first were members of the Army Mine Planters Service, part of the old Coast Artillery Corps, and served as masters, mates and engineers of their vessels.

Two years later, warrants were authorized in the administrative and band-leading fields. At that time, many warrants were enlisted men being rewarded for their service, while others were former World War I commissioned officers who lacked enough education for retention.

The range of warrant officer responsibilities increased greatly during World War II, and by the end of that war there were warrants — some of them female — in 40 different specialties.

After the war, the role of warrants in the Army was questioned until the late 1950's, when extensive studies resulted in a revitalized program and a new, clearer definition of a warrant as "a highly skilled technician who is provided to fill those positions above the enlisted level which are too specialized in scope to permit the effective development and continued use of broadly trained officers."

Today's warrants advance through progressive levels of expertise and leadership to operate, maintain, administer and manage the Army's equipment, support activities and technical systems. Their career patterns focus on technical qualifications.

Of the 71 current warrant officer military occupational specialties (MOS), 59 are found in USAR units. There are about 4,000 warrants in the Selected Reserve (troop units and IMA program) and more than 4,300 in the IRR.

New Management System

Recent changes in how warrant officers are selected, trained and managed, both in the active Army and the Reserve, are having a major effect on the warrant corps. The changes, embodied in the Total Warrant Officer System (TWOS), merge every aspect of a warrant officer's career into a system of personnel management and professional development.

Some of the major features of TWOS are:

- A new definition of warrant officer.
- Coding of personnel documents to show warrant requirements by rank group.
- An active recruiting program, run by U.S. Army Recruiting Command (USAREC).
- Management of warrants according to their years of warrant officer service.
- Legislative proposals to create the grade of chief warrant officer five (CW5), establish a single promotion system, and provide for selective retirement.

Some parts of TWOS are already in effect. The Army's goal is to completely install TWOS by 1990.

Management Changes

In the past, senior NCOs and some former commissioned officers were appointed warrant officers as a "reward" or "incentive", through what was almost always a prolonged and tortuous application process.

Because there was no system to associate a duty with a rank, personnel managers could fill warrant vacancies with any warrant officer holding the correct specialty. This often resulted in warrants serving in positions below the level of their expertise or experience.

A new coding system will connect today's warrant officer directly with the job. The new system includes three position categories:

- Warrants (WO): W1 and CW2.
- Senior Warrants (SW): CW3 and CW4.
- Master Warrants (MW): CW5, if Congress authorizes the CW5 rank. Initially, MW's will be senior CW4's appointed by a DA selection board.

This system will go into effect in late 1988 or early 1989. The new code will be placed on authorization documents, so personnel managers will know what job requires which skill level.

Warrant Recruiting

USAREC has recruiting responsibility for all Army Reserve warrant officer candidates, including TPU, AGR, IMA and IRR. USAREC has a team which specializes in filling USAR needs.

This new recruiting system has changed and personalized the way to apply for and be selected for a warrant appointment.

All applications for warrant candidacy are sent directly to Headquarters USAREC from your unit, after endorsement by your commander. USAREC, along with the proponent agency for your MOS, review your application to make sure it is correct and that you meet minimum eligibility requirements (set forth in DA Circular 601-86-6).

Once you are determined to be administratively qualified, your application packet goes before a board. USAREC conducts centralized selection boards monthly. The board votes on a "best-qualified" basis. You will learn the results of the board between 60 and 90 days after you submit your application.

Each applicant is assigned an individual expediting recruiter to assist with packet preparation, provide answers on application status and inform you of board results.

Applicants who are or will reach age 39 years, six months, during the application process must have completed an over-40 medical screening, and a DA Form 4970 documenting the screening must accompany the application.

Aviators beginning the warrant application program must be no older than 27 years, six months.

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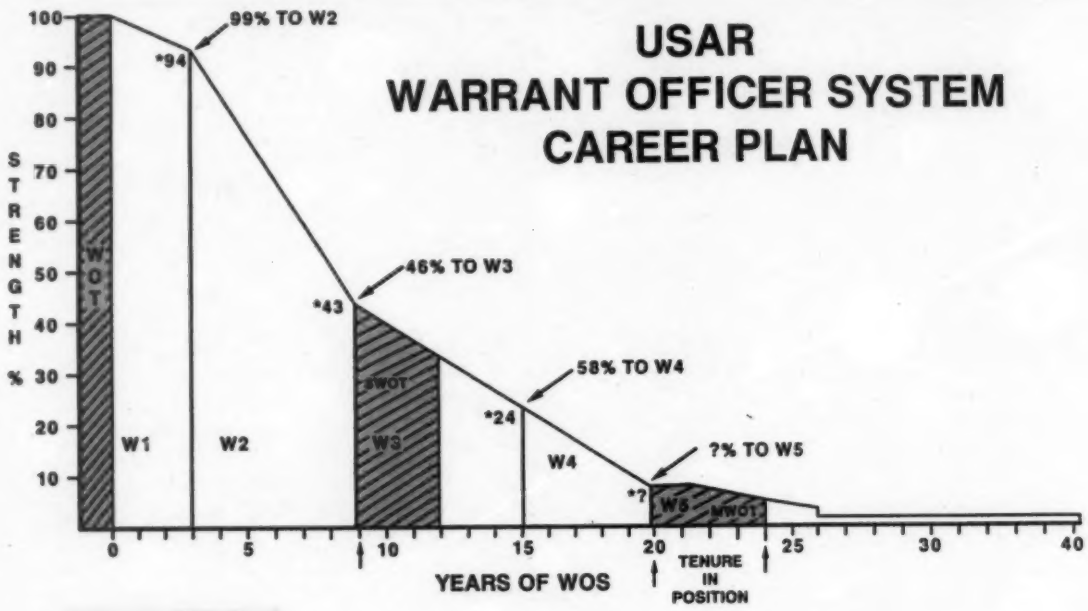


Warrant Officers

Continued from Previous Page

A Reservist applying for an AGR warrant officer position must send a separate AGR application packet to ARPERCEN (DARP-ARO-W) for acceptance in the AGR program, unless already a member of the AGR program. To obtain a copy of the AGR application packet, write to ARPERCEN (DARP-ARP) ARPERCEN's address is 9700 Page Blvd., St. Louis, MO 63132.

Assignment Process

Vacancies in Army Reserve troop program units and in the AGR program, are now open to any qualified enlisted Army Reserve soldier. All vacancies are competitive, in that all qualified individuals will be considered for any vacant position in their geographic area. The candidates must be willing to be assigned to the unit with the vacancy.

If more than one application is received for a position, all qualified applicants will be screened and boarded. The soldier who receives the highest selection board score is assigned to the va-

Warrant Officer Commissions

The 99th Congress passed a law providing for commissioning of Army chief warrant officers (permanent grade CW2, 3 and 4). This puts the Army in line with the way the other services appoint warrants.

Commissioned warrants are officially entitled to command some activities which they have in fact led for many years. These include command of Army air or watercraft, bands and medical, criminal investigation, engineer, or military intelligence detachments.

Future promotions to chief warrant officer grades will only be tendered to commissioned warrant officers. DA Form 71 is used to memorialize the oath of commissioning.

IRR Promotions

While about 52 percent of the Army Reserve's more than 8,300 warrant officers are in the IRR, the vast majority of warrants who are promoted are from the Selected Reserve.

According to CW4 Brad Teitelbaum, chief of ARPERCEN's Warrant Officer Management Branch, "Too few IRR warrants participate actively enough. Active participation is measured through written evaluations, which can be obtained by participating in readiness training or by meeting "for points only" at nearby local units.

"If more IRR warrants had measurable participation, they could better compete for, and receive, promotions which only go to those fully qualified," he explained.

Teitelbaum urged IRR warrants to contact their ARPERCEN personnel management officer for assistance and advice in getting involved in readiness training.

cancy, and performs duty in that position as a warrant candidate until completion of their training.

The other qualified applicants will be given the chance to continue in the warrant officer candidate program. They will be able to continue to drill, but will vacate their enlisted position while completing the warrant officer training and certification program. Upon being appointed as a warrant, if there is no available vacancy for them they will be transfered to the IRR or to an IMA position.

If you are in the IRR, you can still apply to become a warrant officer. Your advantage is that you won't need a vacancy since you are already in the IRR.

Warrant Officer Training

Once you have been selected as a warrant officer candidate, you will need to complete a two-phase training program.

First, you will be scheduled to attend the Warrant Officer Candidate School (WOCS). At your option, you will attend the active-duty WOCS at Ft. Rucker, Ala., or the reserve component course at the Army Reserve Readiness Training Center, Ft. McCoy, Wis. AGR and aviation applicants are required to attend the Ft. Rucker version, which lasts six weeks and four days.

The reserve component version currently includes a 153-hour correspondence course package followed by a two-week resident phase at Ft. McCoy. In the future, this will be replaced by a two-phase WOCS which will find the warrant officer candidate attending two two-week blocks of ADT at Ft. McCoy.

For all warrant candidates except aviators, enrollment in all warrant officer courses is handled by ARPERCEN's warrant officer candidate manager, CW4 Joe Williams.

WOTTC

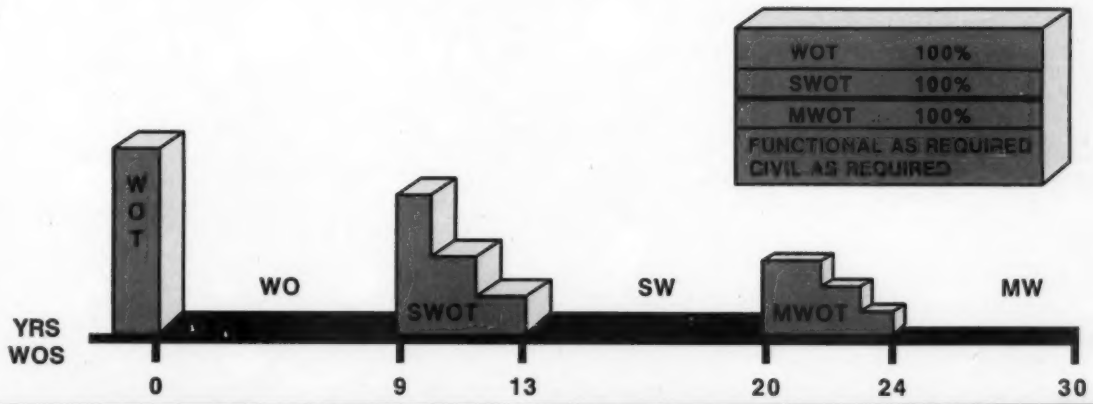
After WOCS comes a Warrant Officer Technical/Tactical Certification Course (WOTTC). This technical training at service schools varies, depending on your field and MOS, from 4 to 17 weeks. Aviator flight school lasts 32 weeks. Service schools are developing reserve component courses that will consist of a combination of two-week resident phases and non-resident correspondence courses.

Complete this last checkpoint, and you will be sworn in by the school commandant as a newly appointed warrant officer, prepared to work at the W1/CW2 level.

Career training?

The Warrant Officer Training System starts with WOCS and WOTTC, but it doesn't end there. For example, between career years 9 and 13 a warrant should complete Senior WO Training (SWOT), which is similar to the present advanced course but tailored by field and MOS. The next step, at about year 20 will ultimately be Master WO Training (MWOT), which will replace the WO Senior Course.

REVISED WARRANT OFFICER TRAINING SYSTEM



VA Seeking Self-Employed Vets To Compete for Contracts

Former service members who own and operate their own businesses should look to the Veterans Administration as a possible customer.

The VA manages one of the largest procurement and supply programs in the federal government, spending about $4 billion a year. Although the VA may not set aside non-competitive contract awards for veteran-owned businesses, the agency can and does actively seek out and assist qualified Vietnam-era and disabled veterans.

The program began in 1984. Since then, about $92 million worth of contracts have gone to Vietnam-era and disabled veteran entrepreneurs.

Veterans who own a small business are urged to seek more information from the chief of supply at any of VA's 172 medical centers nationwide or from the Deputy Director, Office of Small and Disadvantaged Business Utilization, Veterans Administration, Washington, DC 20420.

Army Reserve aviators continue to take honors in Army flight training at Fort Rucker, Ala.:

WO1 **Darin A. Skopek** was the Distinguished Graduate of the warrant officer class graduating Dec. 18, 1987. He is a member of HHC 205th Infantry Bde. (Light), Fort Snelling, Minn.

2nd Lt. **Mark E. Ryan** was the Distinguished Graduate of the officer flight training class graduating March 3. He is a member of the 372nd Engineer Gp., Des Moines, Iowa.

2nd Lt. **Scott A. Whittington** was Distinguished Graduate of the officer flight training class graduating March 17. He is a member of the 374th Medical Det., Little Rock, Ark.

WO1 **Susan E. Davis** was Distinguished Graduate of the warrant officer class graduating April 1. She is a member of the 364th Medical Det., Vicksburg, Miss.

Two Army Reserve officers were singled out for recognition by the Reserve Officers Association at the ROA's midwinter conference in Washington in January.

Capt. **Tilman Drury II**, Hopkinsville, Ky., was named Outstanding Army Reserve Junior Officer of the Year. Drury is commander of Co. D., 3rd Bn., 399th Regt., 2nd Bde., 100th Training Div. As a civilian he is an electronics equipment inspector at Fort Campbell, Ky.

Chaplain (Col.) **Alvin I. Lieberman**, Boston, Mass., was selected as reserve components Chaplain of the Year. He is staff chaplain of the 94th ARCOM and, as a civilian, chaplain of the Boston Veterans Administration Medical Center. He has been a chaplain since 1956.

There was a joint exercise in Olathe, Kan., in November. The participants: Army, Navy and Marine Corps Reservists. The objective: Encouraging children to read.

Maj. **Tom Meisenzahl**'s mission was to read stories to fourth-graders at an Olathe school in the National Reading Month project, arranged by teacher/librarian Carol Sandness. "I want the kids to respect the uniformed services. The children need role models and perhaps this would give them an opportunity. Most of all, they need to know that the military cares about their community."

Fleet-footed soldiers of the Century Division (from left): SP4 Anthony Payne, 1st Lt. James Stevens, SFC Horace Ray, MSgt. William Fant, 2nd Lt. James Brill and CWO Robert Trevino.

Runners from the **100th Division (Training)**, headquartered in Louisville, Ky., were the top reserve components team in the Third Annual Army Ten-Miler in Washington, D.C., in October.

The six Century Division athletes were among more than 2,500 runners making a fast foot tour of national capital landmarks.

Officers who attend Command & General Staff College at Fort Leavenworth, Kan., are familiar with the **Reserve Component Unit Wall of Honor**, which has occupied a prominent wall location in Bell Hall since 1979. It's taken on a new look, thanks to the 106 reserve components officer of the class which graduated in December.

The students donated about $1,200 and their time to renovate the wall and provide new lighting.

Eighteen years ago, **John De Pue** wrote a law review article expressing disagreement with a U.S. Supreme Court decision concerning the prosecution of service members.

Reserve NCO on REFORGER Is Reunited With Mother

MSgt. Michael Newman began looking for his mother on his first Army Reserve exercise in Germany in 1985.

It took several attempts, but the Bryan, Texas, soldier finally found her during REFORGER '87.

Newman was born in Schweinfurt, Germany, and was adopted by an American GI who brought him to the U.S. in 1958. He lost track of his natural mother, who had also sought to find him but without success.

When he arrived in Germany last fall with his unit, the 420th Engineer Bde., Newman brought with him his adoption papers and old West German passport. Both the U.S. and German armies helped track down his mother, Elsbeth Mundi, who still lives in Schweinfurt but whose name had changed when she married.

Now Newman is on a new quest — for his natural father, an American GI stationed in Schweinfurt during the late 1940s, named John Kenneth Watts.

High-Flying Veterinarian

Army aviation recruiters have a slogan, "From High School to Flight School."

John C. Boehm has a new one: "From Vet School to Flight School."

The warrant officer candidate from Lewisville, Tex., joined the Army Reserve in April 1987 while finishing up his veterinary medicine degree at Texas A&M University. He had decided to become a military aviator a year earlier but didn't want to quit vet school.

"I found that I could join the Army Reserve, complete my schooling and attend flight school. After earning my wings, I can return to Texas as a member of a Reserve unit," Boehm explained.

Following his brother Mark, who was several months ahead of him in the program, Boehm completed Warrant Officer Entry Course at Fort Rucker, Ala., in January and began flight training in February. In between the two courses, he assisted at the Fort Rucker veterinary clinic.

Warrant Officer Candidate John C. Boehm (right) helps his brother Mark, also a warrant candidate, preflight a TH-55 Osage training helicopter at Fort Rucker, Ala.

Army photo by SP4 Frank T. Sullivan

Last year, De Pue — now a USAR lieutenant colonel in the 10th Military Law Center, Fort Meade, Md. — had a hand in getting the decision overruled.

The 1969 decision, in *O'Callahan v. Parker*, restricted the jurisdiction of courts-martial to charges which were "service connected." Last year the Supreme Court, in deciding *Solario v U.S.*, overturned the earlier decision. De Pue, a civilian Justice Department attorney, wrote part of the government's brief which persuaded the justices to make that decision. "I always felt the O'Callahan case was wrongly decided. I never had any idea, however, that I would be involved in getting it reversed."

Two soldiers of the 300th MP Command have received Army Commendation Medals for their rescue efforts at a traffic accident scene.

Capt. **John R. Kachenmeister** and SP4 **Lee A. Bennett** were on temporary duty near Chicago last April when they encountered a multi-vehicle accident on the Kennedy Expressway. Their efforts were credited by emergency medical officials with saving several lives.

John Lane's all-Army family was on hand for his promotion to colonel in December. Col. Lane, serving an Army Reserve AGR tour as the Inspector General at ARPERCEN, was joined by sons **Brian**, a third-year cadet at West Point, and **Alan**, a first lieutenant serving with the Army in Greece.

Brig. Gen. **J. Ronald Carey**, who was serving as Deputy Chief, Army Reserve, was designated Program Manager of the Reserve Component Automation System (RCAS) in January. Working from a Fort Belvoir, Va., headquarters, he will manage the Army's development, acquisition, testing, product improvement and fielding programs for RCAS.

The all-Army Lane family, from the left: Col. John, Cadet Brian, 1st Lt. Alan, and Mrs. Lane.

IRR Soldiers Must Think 'Records'

Keeping your official military personnel file (OMPF) up to date is one of the most important things you can do for yourself as an Individual Ready Reserve soldier.

IRR soldiers, scattered around the world and busy with family affairs and civilian occupations, don't usually have the luxury of coming to ARPERCEN to review their military records. Therefore, how do you ensure that your records are current?

First, you must order a copy of your OMPF from ARPERCEN. The OMPF contains all of the authorized documents pertaining to your military career that are on file at ARPERCEN. Your OMPF may be in either microfiche or hard-copy form. If it is in microfiche; your local library usually will have a microfiche viewer you can use to review your file. Viewers may also be found at military facilities and reserve centers. If your file is in hard-copy form, copies will be made and mailed to you.

You may request your OMPF by writing to the Commander, ARPERCEN, ATTN: DARP-PSA-EVO, 9700 Page Blvd, St. Louis, MO 63132-5200. All requests for the OMPF must include your full name, social security number and signature.

What's In The OMPF?

The OMPF fiche is divided into three sections:

- The service fiche contains general information and service data, such as enlistment contracts, extensions and DD Forms 214.
- The performance fiche contains information pertaining to your performance while in the service: evaluation reports, letters of commendation, military and civilian education and derogatory information.
- The restricted fiche contains information not normally available for review.

Something Missing?

If you don't know what documents are authorized to be in your OMPF, call your ARPERCEN personnel management officer or career adviser for assistance.

If, after reviewing your fiche, you determine that items are missing from your official file, you should mail copies of these documents to the Commander, ARPERCEN, ATTN: DARP-PRR-PMP, 9700 Page Blvd, St. Louis, MO 63132-5200. All documents received at ARPERCEN must have your name, social security number and primary military occupational specialty indicated prominently on the document.

Need Info From ARPERCEN?

Here's How to Get It

Army Reserve soldiers with questions about their military careers are encouraged to call ARPERCEN in St. Louis, where experts on many personnel management and assistance programs are available to talk with you Monday through Friday from 7:30 a.m. to 4:30 p.m. Central Time.

There are several ways to call ARPERCEN at no personal expense. For most Reservists, the easiest way is to use a toll-free "800" number. Most of the toll-free lines cannot be reached from inside Missouri, however, so ARPERCEN will accept collect calls from Missouri to its commercial numbers.

If you have access to government Autovon or FTS systems, you can use them to call ARPERCEN. The Autovon prefix is 693; the FTS prefix is 273. In both cases, the last four digits are the same as the commercial number.

Toll-free and commercial phone numbers for ARPERCEN offices dealing with a variety of programs are shown below. We printed the numbers for ARPERCEN's enlisted and officer personnel managers in Issue 3/1987 and will repeat them in a future issue.

Personnel Actions Directorate

Office	Toll-Free	Commercial
Soldier Support, GI Bill, SGLI, Selective Service	(800) 325-1874	(314) 263-7495
POW Awards	(800) 873-3768	(314) 263-7574*
Inquiries/Awards	(800) 666-3769	(314) 263-3769*
Retirement Points Accounting	(800) 325-8311	(314) 263-0535
Retiree Mobilization	(800) 325-2660	(314) 263-0600
Physical Evaluations	(800) 433-0521	(314) 263-7333

* Collect calls not accepted; use toll-free number.

Other Offices

Office	Toll-Free	Commercial
Army National Guard Affairs	(800) 325-4954	(314) 263-7993
Inspector General	(800) 325-4954	(314) 263-7711
Mobilization/ Readiness	(800) 654-1745	(314) 263-7230
Overseas Support	(800) 325-1868	(314) 263-7603
Security Office	(800) 323-0793	(314) 263-7819
Surgeon	(800) 433-0521	(314) 263-7475
TAPA Appointments	(800) 325-4898	(314) 263-7803

"Hometowners" Now Available For Many IRR, IMA Soldiers

If you are a member of the IRR or IMA program, the Army may literally have some good news for you.

Next time you report to an Army post for a 12-day (or longer) tour of Annual Training (AT) or Active Duty for Training (ADT), the post or unit public affairs office can help let your home community know all about your training by way of a "hometown news release."

Thanks to a recent policy change, such tours now qualify for publicity under the Army's Hometown News Program. Before the policy change, a tour had to be at least 15 days long to be publicized through the "hometowner" system. This excluded most IRR and IMA assignments.

Here's how the program works: Some time during your tour, stop by the public affairs office and fill out a DD Form 2266, Information for Hometown News Release. The simple form takes only a few minutes to complete. Once filed, it triggers a news story about you and your training duty. The story automatically goes to the local news media in and near where you live.

"Filing a hometowner," as the public affairs people say, now lets your friends and neighbors know you have been serving your nation as a member of the Reserve, but it also raises the image and visibility of the Army Reserve among the public. Army Reserve public affairs officials believe the new "hometowner" policy will create better public understanding of what USAR citizen-soldiers do when exercising their "soldier" side.

Officers Sought For Foreign Area Specialty

The Army Reserve is seeking officers for a mobilization pool of politico-military regional area specialists.

Selected officers will enter a special personnel program authorized under AR 135-11, The Reserve Component Foreign Area Officer (RC-FAO) Specialty.

IMA positions for RC-FAO participants are typically found in Department of the Army staff agencies, U.S. embassies and in joint, unified and specified commands.

Applicants for the program must be captains or above, possess a graduate degree in a related discipline, have a foreign language ability or show the aptitude to acquire a foreign language, have at least eight years of commissioned service, have at least six years remaining before mandatory removal, and have completed the appropriate level of branch qualification and military education for their grade.

Initial RC FAO training consists of enrollment in the RC-FAO nonresident/resident course, which is a six-phase, 570-credit-hour series of research projects, additional written preparation and verbal presentations. The course's last phase is a two-week assignment at Fort Bragg, N.C.

Language training is on the initiative of the program participant, and is not included in the course. Limited overseas training for participants may be available.

Questions about the RC-FAO program may be directed to ARPERCEN, ATTN: DARP-OPD-CA-FAO, or call (800) 873-3765 (from Missouri, call collect (314) 263-7826).

Here's An Opportunity . . .

Would you like to talk to someone from ARPERCEN? Staff members, including personnel managers, attend some national-level meetings of the Reserve Officer Association (ROA) and the Association of the U.S. Army (AUSA). At the ARPERCEN booth you will find helpful people and a computer terminal online to the central data bases at ARPERCEN.

You can get answers to many questions about retirement points, your current status in the USAR, and basic questions regarding the Army Reserve and its programs.

The next outing for the ARPERCEN booth will be the ROA annual convention at the Riviera Hotel, Las Vegas, Nev., June 23-26.

What is ARPERCEN?

The U.S. Army Reserve Personnel Center (ARPERCEN) is a field operating agency of the Office of the Chief, Army Reserve. It performs a wide variety of missions on behalf of Army Reservists, particularly Individual Ready Reservists (IRR), Individual Mobilization Augmentees (IMA) and Active Guard/Reserve (AGR) soldiers.

Correspondence to ARPERCEN should be addressed to:

Commander, ARPERCEN
Attn.: DARP-_____ *
9700 Page Blvd.
St. Louis, MO 63132-5200

* If you do not know the correct "Attention" symbol, omit the attention line.

When requesting assistance from ARPERCEN, be sure to sign your letter and include your social security number.

The Correct IG Can Solve Problems Faster

Soldiers from throughout the Army Reserve often file Inspector General (IG) action requests with the IG of ARPERCEN in St. Louis. But too often, the cases pertain to actions which took place during assignments not under ARPERCEN jurisdiction.

ARPERCEN IG officials say they will work any case that can be handled through ARPERCEN channels, but must forward cases which apply to other commands. To the soldier, this means that the case will take longer to resolve because it needs to be transferred to the right IG.

A typical example would be a soldier, formerly assigned to a troop unit but now a member of the IRR, who complains to the ARPERCEN IG about treatment received from the first sergeant of the former unit. While ARPERCEN's IG office will do its best to help, the matter ultimately must be resolved through the IG of the former command.

The ARPERCEN IG wants to serve soldiers and help them solve their problems, and IG personnel will do what they can to get action requests to the right place. But, cautions the ARPERCEN IG, if a soldier has a problem, he or she should think carefully about which IG can be of the most assistance.

Team Spirit '88

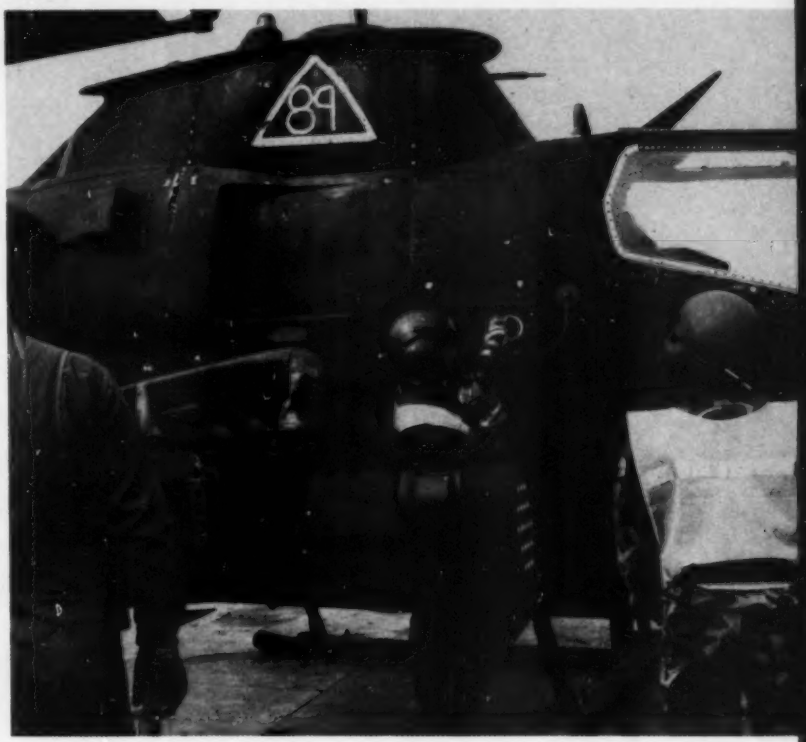
Nearly 2,300 Army Reserve soldiers joined nearly 200,000 other U.S. and Republic of Korea (ROK) troops in April for the 13th in the series of Team Spirit exercises.

Team Spirit, a combined/joint operation, is designed to portray combat readiness of ROK and U.S. forces in Korea. During the exercise, Army Reserve units performed missions including medical aid, military intelligence, engineering, transportation and other combat support activities.

Korea Training Popular

This year, about 10,000 Reservists from more than 290 units from the U.S. and the Pacific area will train in Korea. "It's a program which continues to grow," said Lt. Col. Ronald L. Hurwit, who coordinates overseas deployment training in Korea. "Each year, more units come to Korea to practice their mobilization mission and meet with their active duty counterparts."

Hurwit continued, "Our Reserve and Guard soldiers receive unique training and the feedback from the active duty units has been good. It makes the job of our active duty units that much easier, because Reserve and Guard soldiers often have equipment and training needed for large-scale operations."



ABOVE: Pvt. Bobby D. Daniels, 175th Quartermaster Co., Delaware, Ohio, refuels a "hot" AH-1 Cobra during a tactical phase of Team Spirit '88. (Photo by Al Schilf.) FACING PAGE: PFC George Hedrick, left, and SP4 Anna Robinson work together to load sandbags during Team Spirit '88 in Korea. They are soldiers of the 343rd Evacuation Hospital, Fort Hamilton, N.Y. (Photo by Joe Cordo.) BELOW: Maj. Alison Simmons, 305th Public Affairs Det., a teacher in Mililani, Oahu, Hawaii, visited Itaewon Elementary School in Seoul, Korea, during her Team Spirit '88 tour. (Photo by 2nd Lt. George White.)

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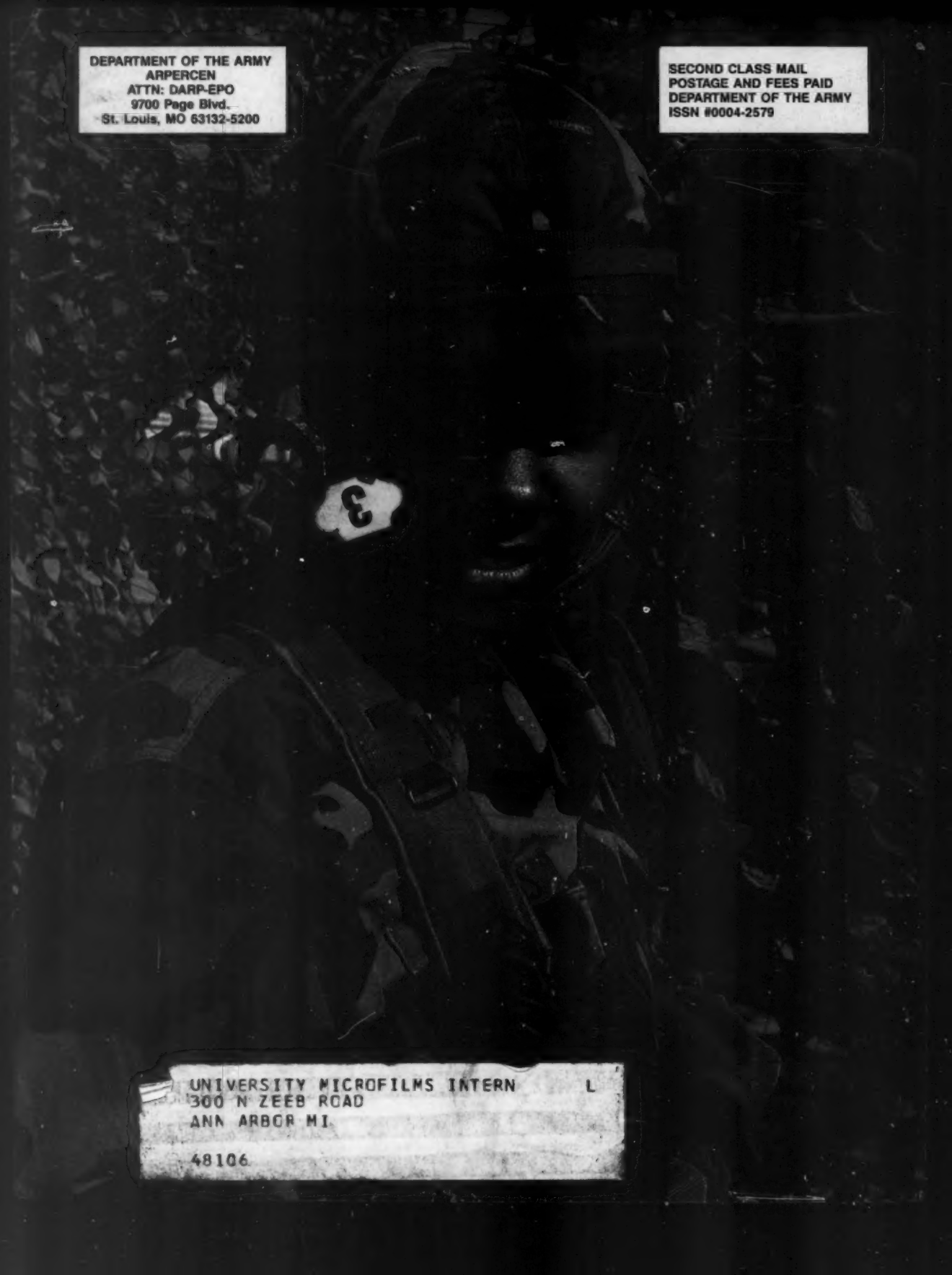

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